



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 27, 1989

PRESIDENT
ARTHUR R. OSBORN

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO
EXECUTIVE COUNCIL

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

Dear Brothers and Sisters:

SECRETARY-TREASURER
ROBERT J. HAYNES

Enclosed please find the Minutes of the April 11, 1989 Executive Council Meeting for your perusal and acceptance.

VICE PRESIDENTS
RICHARD ABDOW
RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOLIS
CHARLES DeROSA
PAUL L. DEVLIN
JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

The next Council Meeting is scheduled during the Gompers, Murray, Meany Educational Institute on:

DATE: WEDNESDAY, MAY 24, 1989

TIME: 10:00 A.M. - Council Meeting
12:00 Noon - Luncheon

PLACE: SEA CREST - OLD SILVER BEACH
NORTH FALMOUTH, MASS.

Looking forward to seeing you on Cape Cod on
May 24, 1989.

Fraternally,

ROBERT J. HAYNES
SECRETARY-TREASURER


opeiu-6

afl-cio

encl.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260 • FAX 617 / 227-2010



Digitized by the Internet Archive
in 2012 with funding from
Boston Library Consortium Member Libraries

<http://archive.org/details/executivecouncil89411afl2>

MINUTES

MASS. AFL-CIO EXECUTIVE COUNCIL MEETING

TUESDAY, APRIL 11, 1989

BOSTON PARK PLAZA - TERRACE ROOM

PRESENT:

President Osborn, Secretary-Treasurer Haynes, Executive Vice Presidents Faherty and Lydon, Vice Presidents Butler, Cardinal, Ciejska, Dart, Devlin, Donegan, Ferris, Joyce, LeBlanc, Mahar, Mills, Ollivierre, Romano, Simmons, Thomas, Thompson and Walsh.

ABSENT:

Exec. V.P. Farmer, (u.b.), Abdow, Alman, Burke, (u.b.); Chirillo, Collins, Conley, Dimitropolis, (u.b.); DeRosa, Foley, Irvin, (u.b.); Kerr, Leahy, McDevitt, (u.b.); Mullane, Phinney and Williams, (u.b.).

The Executive Council Meeting was opened with a prayer by Vice President Thompson.

MMS to accept the Minutes of the March 16, 1989 Council Meeting. So voted.

President Osborn advised the Vice Presidents of receiving a letter of resignation from David Lima, from ACTWU, who would be leaving the Union Movement and it was noted the Council would accept with regrets brother Lima's resignation and the Council wished him well in his future endeavors.

The President reported attending a legislative breakfast of the Brockton Central Labor Council with Sec.-Treas. Haynes the morning of the Council meeting and urged participation by the Vice Presidents in new attempts to rejuvenate and increase local union participation in this CLC. He noted 18 different unions were in attendance.

PRESIDENT'S ACTIVITIES:

- Attended the Mass. State Council of Carpenters Convention held in Springfield, reported the sessions were well attended, it was a classy convention and that V.P. Walsh was a most gracious host.

- Spoke to students at Boston College course on labor studies and reported that young people need to hear about organized labor and urged participation of the Vice President's in speaking before college and/or young audiences.

- On the Harvard Trade Union Program, the Pres. reported he was unable to attend the graduation but did in fact address the graduating class on the Vote No on Question 2 campaign and success. He noted Sec.-Treas. Haynes represented the Council at the graduation and that Robert Banks also spoke at the graduation. He further notified the Council Meeting that he had

become aware of a job search for the position of Executive Director of the HTUP which is calling for a Masters Degree, which he noted, would possibly eliminate labor candidates. He noted a change in attitude toward the Mass. AFL-CIO by the HTUP since the departure of J. O'Donnell from the Program and further noted that the HTUP had already taken one scholarship away from the Council. He noted there would be further discussion regarding the position of Exec. Director of the HTUP and the job description that he had received which was done without prior notice to the Mass. AFL-CIO.

The President updated the Council on the ongoing situation regarding Eastern Airlines; meeting with the Governor; the picketing situation and the planned dance/fundraiser set for April 11, 1989. He urged participation of the V.P.'s in this event.

- President Osborn advised attending the swearing in ceremony of Rosemary Pye, as Regional Director, of the NLRB.

- Toured the facilities of the Pneumatic Scale Co., in Quincy, with Sec. of Labor Eustace, Charlie Colby of the RWDSU and Frank Emspak, of the Center for Applied Technology regarding bringing workers into the decision making process as it related to closings, start-ups, streamlining, revamping of this foundry business which has been around for 80 years making packaging products and that there were 200 union members at this plant.

- Attended screening/selection committee on Worker's Compensation Judgeships and reported that the finalist lists are being sent to the Governor and further noted that Labor has two temporary judge positions, namely, T. Evers and B. Ferrin and noted that hopefully they will reach the Governor for permanent appointments.

- President Osborn reported appearing on behalf of Fred Taub, a candidate for judge, at the Governor's Council and noted the report on this candidate would be forthcoming. He advised the Council would continue to try to make sure labor had representatives at the judge level. He reported Brother Taub was from SEIU and was appreciative of the Council's efforts on his behalf.

- Reported attending a meeting of the Office of Employee relations regarding the back log of pending cases for public employees.

- The President advised that Exec. V.P. Lydon and the public employee committee would be developing a Public Employee Seminar.

- President Osborn reported attending a Conference of State Federation Officers at the Meany Center with Sec.-Treas. Haynes. He noted serving on a panel at this conference regarding the Question 2 campaign. He further advised he has requested a mini-version of this conference be scheduled for Boston.

- Attended the Frontlash Conference and noted a good job was done by Mass. AFL-CIO Frontlash Director, Steve Sullivan and that this program was one of the best in the Country and that there were hundreds of young participants throughout this state. He noted V.P. Simmons and V.P. Joyce had been prior recipients of awards from this group and that this year three awards would be given out.

- The President attended meeting of the United Way Cabinet and noted that labor has great people in the field and recognized Robert Rodwell's efforts on behalf of Labor and United Way in pumping in resources for the strikers at Eastern. He urged everyone to support the efforts of United Way. He further reported being selected by United Way to participate in a video.

- Held a meeting with representatives of the Carpenters and the UFCW regarding the Stop and Shop picketing situation. He advised the Carpenters picketing was informational and that the two parties came together to try to resolve the situation which spills over to the members of the UFCW at Stop and Shop. The meeting was set up to better understand the situation and that there were slight adjustments but this issue has not been resolved.

- TEAM (Tax Equity Alliance of Mass.) Breakfast fundraiser was held and that 30 different unions attended.

- Met with Legislative Director Foley and representatives of Associated Industries of Massachusetts regarding legislation. He noted that we are on different sides of the table but sometimes for mutual needs we must meet.

- Participated in and gave testimony at Democratic State Committee Platform hearing in Holyoke. He reported the theme of the Mass. AFL-CIO this year is A Union of Community and Caring Makes a Better Quality of Life and our four issues of concern are homelessness, illiteracy, discrimination and the environment. He noted representatives of the Council would be appearing and testifying on behalf of these issues at other hearings scheduled to be held around the State. He further noted the Council is trying to get the Democratic State Committee to set Party goals and timetables for these issues to become a reality. He further noted that this program was being well received and that the Mass. AFL-CIO would have over 650 delegates at the State Democratic Convention and that Labor again would be the centerpiece of the Convention with this theme, shirts, participation on the podium, etc. He also noted these efforts are also being used to build toward 1990 and a 1,000 delegate goal. At this time, the President further reiterated the Council's position of not having Labor going out on early endorsements or to jump into the Governor's race too early.

- President Osborn reported on the Freshman Legislators Breakfast held at the Parkman House that was put together by

Martin Foley and Margaret O'Connor at which time it was stated by some of the Legislators that they were elected due to the efforts of Labor. He further noted the Legislators were advised of the Mass. AFL-CIO voting ratings regarding future endorsements and suggested Organized Labor have an open door policy of meeting with them.

- Attended a Press Conference at the Parkman House regarding District Council 35 of the Painters and the Marriott Hotel disputes.

- Attended a reception held by the IUD Department in Boston and noted this conference was attended by 6 International Union Presidents. He also noted Exec. V.P. Faherty, representing the Industrial Sector Unions, also attended.

- Participated in a legislative breakfast program of the Worcester Central Labor Council; 8 State Representatives and 4 State Senators, along with the Mayor of Worcester in attendance. He suggested other CLC's hold similar legislative breakfasts.

President Osborn spoke on the fundraiser/dance being held on behalf of the striking Eastern workers; there would be few speeches, strike update, need of financial report for flight attendants. Pres. Osborn recommended the Council pay for the refreshments for the strikers at this fundraiser and that \$500.00 be donated to cover this expense.

Exec. V.P. Faherty suggested the Council Members become involved with area colleges and students that want to attend local union meetings. He noted his organization has invited area college students to attend meetings; he also noted requests come in from the Labor Guild to have local unions invite are college students to their meetings.

At this time, V.P. Simmons gave an update on the ongoing situation with District #35 and the Marriott Hotels as it relates to the Marriott usually building union but goes non-union for renovations. He reported on various meetings held with the Management of Marriott, the Secretary of Labor and noted the don't care attitude of the Marriott Corporation as it relates to labor shutting them down, interrupting their business, hiring of minorities, women in the work place, etc. He further noted the Marriott Corporation is one of the largest employers in this country and was less than 4% unionized.

MMS to accept the Report of the President. So voted.

MMS to follow the President's recommendation to donate up to the amount of \$500.00 to the Eastern Airlines strikers and to provide refreshments to the strikers at the fundraiser/dance. So voted.

REPORT OF THE SECRETARY-TREASURER

The Secretary-Treasurer thanked Exec. V.P. Lydon for giving the

Report of the Sec.-Treas. at the March Council Meeting in his absence in attending the Conference in Oregon.

Secretary-Treasurer Haynes gave the monthly financial report to the Council.

He further explained the Council grants on Drug Abuse, Mailing for the Central Labor Councils, reimbursement mailing policies being instituted, policies being developed on equipment maintenance, the Receptionist position vacancy, the COPE expense report and the prior costs of the Auditor.

Sec.-Treasurer Haynes also reported that new travel and parking policies would be forthcoming and that the Homeless Spring Celebration costs are coming in and solicited further assistance from the Council Members in paying for this event.

President Osborn reported on the success and good press of the Homeless Dinner.

The Sec.-Treas. reported attending the Frontlash Conference and of the enthusiasm shown by young union members in this Program.

- Attended and testified before the Democratic State Committee Platform Hearing in Boston on the issue of Homelessness.

- Attended meeting in Portland, Oregon regarding the use of FPSIE Grants and training issues with HRDI.

The Secretary-Treasurer advised that V.P. Cardinal and his staff were doing a great job on JTPA and that with the new Council grant, John Laughlin, would be working to include more labor representatives on Employment & Training Boards; that Labor needs two on each board and that the Central Labor Council's would be bringing the names forward.

- On the United Way position, he reported the Council was in the ending stages of negotiations to get a statewide labor liaison person, he urged participation in United Way and noted the Council would be requesting names to fill that position.

- The Secretary-Treasurer reported on the Homeless Dinner being a great success and noted that at the Democratic Convention in June this issue would be brought to the attention of the delegates by Organized Labor.

- Attended the Graduation of the Harvard Trade Union Program.

Sec.-Treas. Haynes reported being in possession of a job description of Executive Director of the HTUP and that the Mass. AFL-CIO had no involvement in drawing up the job description which caused him deep concern.

- Attended Pioneer Valley Central Labor Council Legislative Conference.

- Attended the Mass. Building Trades Convention.

He further noted he would be working on the COPE budget for next year.

On the Mass. Jobs Council, the Sec.-Treas. reported the ISP Program was saved due to the efforts of the Mass. AFL-CIO. Secretary-Treasurer Haynes further advised he was getting responses on the affiliation drive and that meetings were being set up and that he would be discussing this issue with each Vice President over the next couple of months.

Discussion took place over the position of Receptionist at the Council Office and the requirements of such position.

Exec. V.P. Faherty inquired as to what were the responsibilities of the position.

Sec.-Treas. Haynes advised the primary responsibility of this position would be to answer the phones, but that the Council needed flexibility.

Exec.V.P. Faherty suggested the need for specifications and job descriptions.

V.P. Mills suggested the issue was not one of cross-training but of compensation.

V.P. LeBlanc informed the Council that he had been advised that the monies for the position of Labor Liaison United Way staff person have been ok'd.

MMS to accept the Report of the Secretary-Treasurer. So Voted.

At this time, Leo Purcell, President of the Mass. Building Trades Council addressed the Council meeting and thanked President Osborn, Secretary-Treasurer Haynes and the Members of the Executive Council for their help and assistance in the Vote No on Question 2 Campaign.

At this time, President Osborn spoke on the issue of Drug Abuse and that in the past Labor's position was one of no to drug testing. He advised that legislation would be forthcoming in the Legislature and suggested the way to handle this issue was to go through the Mass. AFL-CIO Committee on Substance Abuse and that this committee had been rejuvenated and has much enthusiasm and that many meetings have taken place regarding this issue. The President further noted that Labor cannot sit back on this issue because we could fall victim of strict drug testing legislation. President Osborn informed the Council that Chuck Monahan, Chair, of the Mass. AFL-CIO Committee on Substance Abuse would address the Council.

At this time, Chuck Monahan and Jack Sullivan addressed the

Meeting. Brother Monahan updated the Council on the pending legislation and the present policy on drug testing to be left up to the Courts and of various decisions being handed down, sometimes are direct opposite of each other and of the need for legislation that will put guidelines on what can and cannot be done. He reported on meetings with Rep. Marilyn Travinski on her proposed legislation and of legislation that has been filed by A.I.M. He reported that the Substance Abuse Committee felt saving a life was more important than saving a livelihood and that they would seek guidelines that were fair and would protect people in the workplace. He requested the Committee would like their hands untied to get involved with this upcoming legislative process.

At this time, Jack Sullivan, member of the Substance Abuse Committee, from the Transport Workers, addressed the Council Meeting. He read proposed testimony that would be presented to the Legislative hearing regarding drug testing; it is opposed to random testing and that all occupations would have to be treated equally and that the main objective of such testing would be to get people into Employee Assistance Programs and not be used for discipline to dismiss workers.

President Osborn advised it was time for the Council to take action to allow our participation in the process.

V.P. LeBlanc advised his International Union was previously against drug testing but now the position has changed not to be totally against it.

Exec.V.P. Lydon inquired as to whether the testing would be for just cause only.

Chair Monahan advised it would be probable cause.

Pres. Osborn informed the meeting that that issue was not settled yet.

Exec. V.P. Faherty advised if the law says just cause and reasonable cause or for the safety and or custody he would be in favor of drug testing.

V.P. Dart asked for clarification on whether pre-hire testing would be random testing.

Chair Monahan reported that pre-hiring drug testing could only take place after a job offer has been made and it would have to be the same policy for all hires. He also noted that an EAP would have to be in place prior to any drug testing being considered.

Discussion took place around the issue of the workers in the Building Trades that would have to be tested every time they reported to a different contractor for work and it was noted that many construction workers could possibly work for many different

employers weekly.

Chair Monahan reiterated that prior to any drug testing being considered, an EAP Program must first have to be in place in each area of employment.

V.P. Dart suggested the Council not lock itself into a pre-hiring testing policy.

Discussion took place around the issue of drug testing in the nuclear power industry.

V.P. Joyce suggested the present Mass. AFL-CIO policy would tie the Council's hands and would prevent the Council from participating to adjust any potential legislation to protect our members; he further noted that there is no federal legislation anywhere today that would mandate Employee Assistance Programs being established prior to any testing and advised that the pending legislation (Travinsky) is not cast in concrete.

President Osborn advised that the Mass. AFL-CIO presently is not at the point of supporting any bill on drug testing at this time.

Legislative Director Foley stated we are not saying we should support this legislation in total and reported the legislation would exempt the collective bargaining process and he suggested it might be easier to have legislation passed rather than go through the Collective Bargaining process.

V.P. Romano informed the Council that he has been informed by the Mass. Port Authority that by December 19th, 50% of the employees will be random tested and noted that the Department of Transportation has submitted proposals that when Federal Funding is involved they will have random testing. He further advised that the ATU position is one against random testing but that probable cause is a different case and that at least two people would be required to determine a person impaired and an EAP must then be made available.

V.P. Mills inquired as to the legislative position on having two sets of standards for testing.

Legislative Director Foley reported the legislative position was very strong on safety and sensitive occupations and that someone has to draw up the standard as to what occupations would be safety sensitive ones. He also noted the American Civil Liberties Union is now saying we need drug testing.

President Osborn recommended that designated representatives of the Mass. AFL-CIO participate in legislative discussions relative to drug testing reserving the right of the AFL-CIO to protest any legislative actions that would impede or threaten our members' job security.

V.P. Mahar questioned the legislation regarding the pre-

employment testing.

Legislative Dir. Foley advised that under Chapter 150E and under the NLRB, we can't represent pre-employment employees.

V.P. Mahar inquired as to whether any other states have drawn up drug testing legislation.

Pres. Osborn and Leg. Director Foley advised every other New England state has but Massachusetts.

Discussion took place on the legislation which would provide that unless a EAP is in place drug testing could not take place and that if drug testing is mandated, employers would have to put Employee Assistance Programs in place.

Brother Purcell stated the public safety outweighs rights and in reality labor has to participate in the process and reported the Building Trades have voted unanimously to offer help regarding the legislation.

Pres. Osborn recommended allowing the designated representatives of the Mass. AFL-CIO to fully participate in the legislative process reserving the rights of the AFL-CIO to fight against any action that would endanger the job security of our members.

V.P. Ollivierre stated the Council has to take a position that is flexible enough to be able to fight with and that the basic argument is whether to get involved and to have drug testing for just cause; and to not take a position would be dangerous.

V.P. Mills spoke on the questions of due process, equality of treatment, privacy and of rescinding the previous recommendations and motions on participation by the Mass. AFL-CIO.

Leg. Dir. Foley stated the Council cannot say we are opposed to drug testing under any reasons and that the state will come up with a state policy.

President Osborn stated the majority of the Council officers would set the position of the Council.

V.P. LeBlanc suggested limiting the criteria for drug testing such as no random testing as a protective motion.

V.P. Romano stated the Transportation Unions have been involved against random drug testing but there was a difference with probable cause and that pre-hiring testing could be a possibility and that we can't distinguish between different types of occupations.

Exec. V.P. Faherty advised that the policy of the National AFL-CIO is against random testing but was for one of participation in the process.

V.P. Devlin suggested rescinding past motions/positions relative to drug testing.

MMS to rescind past motions/recommendations regarding the Mass. AFL-CIO position on drug testing. So voted.

MMS that the Massachusetts AFL-CIO institute and adopt the National AFL-CIO policy against random drug testing and to participate in the legislative process. So voted.

V.P. Dart inquired as to the time frame involved in this legislation and is there enough time for the Mass. AFL-CIO to become actively involved in the process.

Leg. Dir. Foley replied that if this was a normal legislative year there would be the possibility of legislation by the end of the year and that this process could take one year.

Chairman Monahan reported that there were 5 bills pending regarding drug testing legislation one of which was filed by AIM and further stressed the need to be part of this process.

REPORT OF THE LEGISLATIVE DIRECTOR

Legislative Director Foley distributed the new 1989-1990 Legislative Directories.

He reported on possible success in the anti-takeover legislation; the hiring of three additional lobbyists at AIM; various legislative committee hearings that he attended.

V.P. Mills thanked the Legislative Director for his testimony before the Committee on Commerce and Labor relative to Parental Leave legislation.

The Legislative Director reported that due to construction taking place at the State House many of the hearing rooms have been changed and he has been running throughout the State House attending various hearings many scheduled at the same time at different parts of the State House.

He further noted that only one executive meeting has been held by the Committee on Commerce and Labor and that two hearings on our legislation is scheduled for April 24 and 26. He also reported that the law firm of Palmer, Dodge, Choate and Stewart have hired lobbyists that will be watching legislation on the hill.

MMS to accept the Report of the Legislative Director. So voted.

At this time V.P. Devlin gave an update on the ongoing Chelsea vs. Boston University takeover situation. He advised that last week the School Committee voted not to have a public hearing with no public discussion then it was decided to empower BU to take over the Chelsea school system via the Board of Aldermen and again there was no public discussion on the matter. He further advised that a home rule petition would eliminate the personnel records laws, audit oversights, public hearings, public

discussions, etc. and B.U. then would become immune from any type of public oversight or scrutiny. He noted a Mr. Zika on the Board of Alderman made disparaging remarks regarding Organized Labor and he wanted the Vice Presidents to be aware of his statements. He further recommended that the Massachusetts AFL-CIO make its opposition to the B.U. takeover of the Chelsea School System a labor issue, that Labor would watch very closely. He noted BU would become both the School Committee and the Superintendent of Schools under this petition and would be responsible for all hirings and firings and that BU would ultimately become both the aggrieved and the hearings officer in disputes. He reported the Teachers Union is not fighting B.U. but is fighting the constitutionality of such a stand along with the lack of open meetings, financial accountability or any type of audit oversight. He advised the City of Chelsea would sign a ten year agreement with BU. He reported the focus will be in the legislature.

V.P. Mills spoke out on contracting out or privatizing the public educational system to a private university; the takeover of public education by private employers.

V.P. Romano concurred with the presentation of V.P. Devlin and V.P. Mills regarding the issue of privatization and that it should be a labor issue.

MMS to make the B.U. takeover of the Chelsea Public School System a Labor issue. So voted.

President Osborn spoke about the upcoming Gompers, Murray, Meany Education Institute scheduled for May at the Sea Crest and urged participation and early booking for this Institute.

President Osborn had passed out an article relative to the pending investigation on Senate President William Bulger exhonoring his name. He further noted the Senate President has been a strong advocate of our positions.

MMS to send a letter of support to the Senate President. So voted.

The President spoke on Mass. Industrial Policy Group report and recommendations regarding jobs, justice and miracles. He noted that several vice presidents that were part of the recommendations were not present at the Council meeting to discuss the report. He noted the Council is not endorsing this report as the Mass. AFL-CIO has no official policy of its own on this issue but would recommend a motion to encourage the members of this policy group to continue their participation.

MMS to encourage participation in the efforts of the Mass. Industrial Policy Group report. So voted.

V.P. Joyce extended an invitation to Pres. Osborn to attend the ribbon cutting ceremony of the Hyde Park Paper Co. scheduled for

Friday morning.

REPORT OF THE EDUCATION DIRECTOR

Director Haynes reported on the upcoming scholarship awards banquet scheduled for April 28 at the Boston Teachers Union Hall.

The next meeting of the Executive Council would be held at the Sea Crest, during the Gompers, Murray, Meany Institute on Wednesday, May 24, 1989 beginning at 10:00 A.M.

He further advised of the possibility of the Mass. AFL-CIO being involved in putting together a labor history display.

He reminded the Council members of the Summer Educational Institute being planned by Professor Frank Lyons scheduled to be held in August.

The Education Director reported the availability of a union embroidery company providing services to local unions.

MMS to accept the Education Report. So voted.

MMS to refer the Council communications to the Executive Officers. So Voted.

MMS to adjourn. So voted.

ROLL CALL

AGENDA
MASSACHUSETTS AFL/CIO COUNCIL
EXECUTIVE COUNCIL MEETING
APRIL 11, 1989
PARK PLAZA HOTEL, BOSTON, MA

PRESIDENT'S REPORT

SECRETARY/TREASURER'S REPORT

DEPARTMENT REPORTS

COPE & LEGISLATION

EDUCATION

COMMUNICATIONS

From J.J. Barry, Int'l. Pres. of IBEW to Pres. Osborn accepting the Gompers-Murray-Meany award.

From Frank Toland to Pres. Osborn thanking him and the staff for the help he received in his election and also inviting them to his headquarters after election.

From Pres. Osborn, Exec. V.P. Faherty and OCAW Pres. Sheehan to Howard Samuels, Pres. IUD Department an issue on the agenda of the March quarterly meeting of the Energy Policy Committee on whether or not the newly created AFL/CIO, IUD Solidarity Fund could ever be used for an education and public relations campaign at a shareholders meeting of an energy conglomerated.

Memo from Sheila Decter, American Jewish Congress to Citizens for Public Schools re: an important meeting to discuss the BU contract with the City of Chelsea.

From Mayor Flynn to Pres. Osborn thanking him for attending the local aid meeting at the Parkman House.

Minutes of the Substance Abuse Sub-Committee Meeting - March Meeting.

From James Ellenberger, Asst. Dir. Dept. of Occupational Safety, Health and Social Security to Pres. Osborn with an attachment of letters re: the probability of Hotel Workers picketing the IAABC Convention and encouraging people to stay in another hotel.

From Joseph Shantz to Pres. Osborn re: Pres. Osborn's letter to Tom Donahue requesting information on Reg. Dirs and/or Inte'l Rep.

From Herman Brown, Jewish Labor Committee to Pres. Osborn in support of the Eastern Airlines strikers and also enclosed a copy of the Jewish Labor Committee response to the Bernard Garber article in the Jewish Advocate.

From Patricia Hanratty, Industrial Services Program to Pres. Osborn thanking him for help and support in recent victory in assuring the ISP continues as an independent worker oriented program within the Exec. Of. of Labor.

From Labor Heritage Foundation to Pres. Osborn thanking him for contribution.

From Amnesty International USA to Pres. Osborn asking for support for a march on Sat., April 29th for young people who are being unjustly imprisoned, tortured and even death at the hands of their own government.

Memo from Edward McElroy to AFL/CIO Exec. Council Members re: Union Busting Resolution.

From Mayor Flynn to Pres. Osborn thanking him for attending and participating at the EARNed Income Credit Press Conference.

Copy of a letter sent to Gov. Dukakis from Rosemary White, NABET 15 expressing concern and distress with recent activities of the Massachusetts Office for Film and Video Development.

From Herman Brown, Jewish Labor Committee to Pres. Osborn thanking him for participating in the Conf. on Stress and Heart Attacks.

From Rep. Mavroules to Pres. Osborn thanking him for the letter concerning Federal Aviation Administration's recent decision to FAR 145 allowing foreign countries to maintain or alter aircraft on United States domestic airlines.

Copy of a letter to Larry Englestein from E. Spaulding - Spaulding Assoc., Inc. re: Massachusetts AFL/CIO Pension Plan Amendments.

From Sec. of Labor Eustace to Pres. Osborn thanking him for all the work done during the House budget debate.

Memorandum from John Gatti, Leg. Chair for M.O.S.E.S. to Pres. Osborn re: statements he made relative to state employees and Universal Health Insurance before the taxation committee.

Medford Community Housing Annual Fundraiser.

From Arthur Manley, Waltham Committee for Quality of Life, Inc. to Pres. Osborn thanking him for support for their fundraiser.

Copy of a letter to Ed Burke from Prof. Firefighters supporting the efforts of I.A.M and also a \$500 contribution.

Copy of a letter to Paul Climo from the Prof. Firefighters in support of their strike efforts and a contribution of \$500.

From Colby Hewit, Jr, Health Action Forum of greater Boston to Pres. Osborn re: a one day forum on April 24th.

From Frank Emspak to Pres. Osborn thanking him on behalf of the Center for Applied Technology for his help.

From Thomas C. Norton, Senator to Pres. Osborn thanking him for the generous donation.

MASSACHUSETTS AFL/CIO
FINANCIAL REPORT
MARCH 1989

<u>General Fund</u>	<u>Credits</u>	<u>Debits</u>
Balance 3/1/89	95,788.70	
Receipts P/C	89,856.96	
R. Slein Salary for 3/89	2,125.00	
Reimb. for mailings	496.25	
Receipts Equity Share Distribu- tion - Maccabes	270.00	
Receipts Atlantic General REalty Trust	868.40	
Disbursements		61,377.52
Balance 3/31/89	128,027.79	

Per Capita Received on 256,734 members

Disbursements

1. Rent	2,500.00
2. Electricity	60.76
3. Telephone	1,284.03
4. Car Lease	588.00
5. Transfer to Payroll Acct.	20,300.00
6. Disability & Life Ins.	633.39
7. Dental Ins.	184.94
8. Health Ins.	866.84
9. COPR - 02¢ P/C 0 Feb.	4,373.46
10. American Express	500.96
11. Office Supplies & Exp.	1,358.59
12. Gas & Auto Exp.	180.05
13. Postage	4,000.00
14. Printing	134.40
15. Donations & Tickets	1,910.00
16. Mtg. Expense	735.73
17. Subscriptions	206.20
18. Retainer	500.00
19. Fed. & FICA W/Tax & Exp.	13,817.49
20. Mass. W/Tax	1,861.03
21. Frontlash	865.32
22. Equip. & Maint.	1,667.28
23. Computer	155.00
24. Homeless Dinner	1,651.55
25. Travel Exp.	942.50

61,377.52

Payroll Account

Balance 3/1/89	8,389.00	
Transferred from Gen. Acct.	20,300.00	
Salaries		24,200.00
Pres. Exp.		300.00
Sec./Treas. Exp.		650.00
Staff Exp.		568.78
J. Faherty Exp. - MSBT Conf.		50.00

Balance 3/31/89	2,920.22	
-----------------	----------	--

<u>COPE ACCOUNT</u>	<u>Credits</u>	<u>Debits</u>
Balance 3/1/89	29,409.28	
Receipts .02¢ P/C	4,373.46	
Special Friends	400.00	
Interest	84.14	
Disbursements		4,558.94
Balance 3/31/89	29,707.94	

Disbursements

1. Donations	1,775.00
2. Printing - DeMonaco Mailing	1,750.00
3. T-Shirts	93.98
4. 1120 POL - 3rd Qtr. Estimated	
tax	754.00
5. Staff Exp.	66.20
6. Supplies	94.76
7. Reimb - Registration Fee	
Dem. Conv.	25.00
Total	4,558.94

Assets

Boston Safe Deposit	7,406.69
Money Market	4,874.53
Israel Bond	1,000.00
Dept. of LaBor	400.00
Petty Cash	300.00
Total	13,981.22

EXECUTIVE OFFICERS MEETING

March 16, 1989

Present: Pres. Osborn, Exec. V.P.s Faherty, Lydon and Farmer

MMS to send \$100 donation for the "Betty L. Tianti Scholarship and a letter asking for support for ours. So voted.

Request to purchase tickets for a testimonial dinner honoring Bruce A. Beal and Robert Beal - filed.

MMS to purchase a table for the 11th Annual Awards Dinner - \$250 from COPE and \$250 from General. So voted.

MMS to buy a 1/2 page ad (\$260.00) for the 90th Anniversary of the Elevator Constructors. So voted.

A letter and flyer from the United Steelworkers of America Local 8751 was referred to the National AFL/CIO.

MMS to purchase tickets for the Special Friends of the Homeless Annual Banquet (\$100.00). So voted.

MMS to allot \$200.00 towards the purchase of a microwave for the office. So voted.

MMS to send a donation to St. Jude Children's Research Hosp. after the budget is checked. So voted.

MMS to purchase tickets to a reception for Congressman B. Frank (\$100). So voted.

MMS to refer request from the New Hampshire Democratic Party to buy tickets for the 1989 "100 Club" to COPE. So voted.



Roll Call 4/11

MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON

JOSEPH C. FAHERTY

JAMES FARMER

SECRETARY-TREASURER

ROBERT J. HAYNES

VICE PRESIDENTS

RICHARD ABDOW

RONALD ALMAN

EDWARD F. BURKE JR.

ARTHUR BUTLER

GIRO J. CARDINAL

LINDA R. CHIGAS

THOMAS CHIRILLO

JANET CIEJKA

EDWARD W. COLLINS JR.

JOHN P. CONLEY

JOSEPH A. DART

NICHOLAS DIMITROPOLIS

CHARLES DeROSA

PAUL L. DEVLIN

RONALD A. FERRIS

WILLIAM J. FOLEY

WILLIAM F. IRVIN

JOSEPH W. JOYCE

~~JULIA KAMEL~~

THOMAS P. KERR

DONALD J. LEAHY

DICK LeBLANC

DAVID LIMA - RESIGNED

KEVIN MAHAR

CHARLES McDEVITT

NANCY MILLS

A. MICHAEL MULLANE

HERBERT OLLIVIERRE

JOHN PHINNEY

TONY ROMANO

JOHN F. SIMMONS

DOROTHY THOMAS

CHARLES E. THOMPSON

BARNEY WALSH

MANNY WILLIAMS

JACK Donegan (P)

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

BOSTON, MA 02108

TELEPHONE 617 / 227-8260



MASSACHUSETTS/ AFL-CIO

Voice of Organized Labor 400,000 Strong

50

green - yes - will Be
There

PRESIDENT

✓ ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

✓ JOSEPH M. LYDON

✓ JOSEPH O. FAHERTY

JAMES FARMER ~~NO~~

SECRETARY-TREASURER

✓ ROBERT J. HAYNES

VICE PRESIDENTS

RICHARD ABDOW

RONALD ALMAN ~~NO~~

✓ EDWARD F. BURKE JR.

✓ ARTHUR BUTLER

✓ GIORO J. CARDINAL

LINDA R. CHONG

✓ THOMAS CHIRILLO

JANET CIEJKA

EDWARD W. COLLINS JR. ~~NO~~

✓ JOHN P. CONLEY

✓ JOSEPH A. DART

✓ NICHOLAS DIMITROPOLIS

✓ CHARLES DeROSA ~~NO~~

✓ PAUL L. DEVLIN

RONALD A. FERRIS ~~NO~~

✓ WILLIAM J. FOLEY ~~NO~~

✓ WILLIAM F. IRVIN

✓ JOSEPH W. JOYCE

JULIA KAMEL

✓ THOMAS P. KERR

✓ DONALD J. LEAHY

✓ DICK LeBLANC

DAVID LIMA

✓ KEVIN MAHAR

CHARLES McDEVITT

NANCY MILLS ~~NO~~

A. MICHAEL MULLANE

✓ HERBERT OLLIVIERRE

JOHN PHINNEY

✓ TONY ROMANO

✓ JOHN F. SIMMONS

✓ DOROTHY THOMAS

✓ CHARLES E. THOMPSON

✓ BARNEY WALSH

✓ MANNY WILLIAMS

Telephone
confirms
4-11-89 mtg

✓ Donegan

called 3/10 - Can't make mtg.

awaiting word

awaiting word. NO

awaiting word

? - IF arb. case is off - he will Be there

Tues - Council Mtg.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

BOSTON, MA 02108

TELEPHONE 617 / 227-8260



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 27, 1989

PRESIDENT
ARTHUR R. OSBORN

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO
EXECUTIVE COUNCIL

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

Dear Brothers and Sisters:

SECRETARY-TREASURER
ROBERT J. HAYNES

Enclosed please find the Minutes of the April 11, 1989 Executive Council Meeting for your perusal and acceptance.

VICE PRESIDENTS
RICHARD ABDOW
RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOLIS
CHARLES DeROSA
PAUL L. DEVLIN
JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

The next Council Meeting is scheduled during the Gompers, Murray, Meany Educational Institute on:

DATE: WEDNESDAY, MAY 24, 1989

TIME: 10:00 A.M. - Council Meeting

12:00 Noon - Luncheon

PLACE: SEA CREST - OLD SILVER BEACH
NORTH FALMOUTH, MASS.

Looking forward to seeing you on Cape Cod on
May 24, 1989.

Fraternally,

ROBERT J. HAYNES
SECRETARY-TREASURER

opeiu-6

afl-cio

encl.

MASSACHUSETTS / AFL-CIO

Opinion

U.S. Attorney finds no wrongdoing

Bulger's name cleared

Who steals my purse steals trash; 'tis something, nothing;
But he that filches from me my good name
Robs me of that which not enriches him,
And makes me poor indeed.

William Shakespeare, *Othello*

Prior to the 75 State Street investigation, Senate President William Bulger's integrity had never been questioned.

In the public's eye, he was the epitome of the perfect politician: Tough but honest.

Then came the allegations.

Developer Harold Brown claimed attorney Thomas Finnerty, a longtime friend and law partner of the Senate president, threatened to use his influence with Bulger to block the project and extorted \$500,000 from him, money Finnerty says was simply legal fees. Bulger was linked to the ease when it was revealed he borrowed \$240,000 from the trust fund that Finnerty had deposited the funds into. He repaid the money as soon as he found out Brown was linked to it.

A lengthy federal probe into the dealings at 75 State Street found nothing that was prosecutable.

But, in these post-Watergate days, no politician is sacrosanct from what is often obsessive scrutiny by the press.

Bulger was no exception. Despite the fact that the two top investigators in the U.S. Attorney's Office probed 75 State Street during a lengthy three-year investigation, the Boston Globe charged the probe wasn't thorough enough, claiming the FBI had not even interviewed Bulger, something most prosecutors contend is rarely done until you have already made a case against the target.

The paper and the pack journalistic in Boston relentlessly pressured State Attorney General James Shannon (who had refused to investigate Bulger because of the exhaustive federal probe) to reopen the case. The attorney general eventually caved in to the pressure two months ago and asked for a review of the probe.

The case was reopened and put under the wing of Jeremiah T. O'Sullivan, the tough Acting U.S. Attorney who has built a reputation of showing no quarter to corrupt politicians. After a two-month re-investigation in which Bulger fully cooperated with federal investigators, O'Sullivan exonerated Bulger and Finnerty of any viola-

tions of federal law.

"It was not a close call; it was a clear call," O'Sullivan said, "... no witness has even alleged that State Senator Bulger was criminally involved in this matter, and any inferences that he was are not supported by the weight of the evidence."

O'Sullivan also reaffirmed the integrity of the initial investigation, saying "... neither politics nor any other improper consideration" had played any role in the investigation despite any inferences to the contrary.

With the highly-respected O'Sullivan at the helm of the review, few should doubt the baselessness of the allegations or question Bulger's integrity. Unfortunately that is not the way human nature works in current society. Once smeared, forever smeared — no matter how ludicrous the charge.

That Bulger, or any public official, can be subjected to such scrutiny on the basis of allegations by a convicted perjurer is of great concern to us and should be of great concern to anybody who believes in a free society. The post-Watergate pendulum of distrust of everybody in public life has swung too far the other way.

We would be naive if we did not acknowledge that the powerful Senate president has on occasion been accused of relishing in wielding the power of his office with a heavy hand. But that neither excuses nor mitigates the abuse heaped upon him here.

Hopefully, the abuses of process and journalistic privilege that were evident in this whole tasteless affair, will hasten us in Massachusetts back to that kinder, gentler time before Watergate when little was as sacred as a man's good name and when people were presumed innocent until proven guilty.

While we are happy for William Bulger that he has been cleared of any wrongdoing at 75 State Street, we are not comfortable that a decent man's reputation is able to be besmirched just on the word of a convicted liar and by the overzealousness of journalists who believe only they know the truth. We obviously would not feel this way if there had been one iota of evidence that Bulger used his influence as Senate president wrongfully. But that is clearly not the case here; what we have here is a case of unwarranted persecution by a powerful press.

William Bulger was not the only person who suffered in the 75 State Street liasco; we all did. Hopefully, in the future, we will all think twice before we file a man's good name away from him.

SUMMARY OF ANALYSIS OF KEY ISSUES

	<u>HB 3902</u>	<u>HB 2782</u>
Pre-Employment Testing	Prohibited unless the Applicant is applying for a position where an impairment presents a clear and present danger to the safety of the Applicant or others <u>and</u> where the probable cause standard is met.	Permitted.
Employee Testing	Prohibited unless the Employee is applying for a position where an impairment presents a clear and present danger to the safety of the Employee or others <u>and</u> where the probable cause standard is met.	Permitted for Employees in safety sensitive or high risk positions. Permitted if and when authorized by Federal Law. Prohibited in all other circumstances unless the probable cause standard is met.
Employee Rights	No limitation on discipline of Employees who test positive. Scientifically accurate test required. <u>No provision.</u> Employee comments permitted. Other statutory rights reserved. Private Right of Action included.	Some but insufficient limitation on discipline of Employees who test positive. All positive tests must be confirmed by the highly accurate GC/MS test. Test results may not be released without Court Order or Employee consent. Employee comments permitted. Other statutory rights reserved. Private Right of Action included.

TRANSPORTATION • COMMUNICATIONS INTERNATIONAL UNION



AFL-CIO, CLC

System Board of Adjustment No. 86

Division Protective Committee

April 10, 1989

SUBJECT: TESTIMONY ON MASS. HOUSE BILL NO. 2782 ON APRIL 12, 1989,
STATE HOUSE, BOSTON, MA.

LEGISLATION TO PROTECT EMPLOYEES IN THE WORKPLACE,
COMMERCE AND LABOR.

Testimony prepared and to be given by John F. Sullivan,
Assistant District Chairman, T.C.U., also Chairman of
Sub Committee and Substance Abuse AFL-CIO.

Unions do not oppose drug testing per se. However, we strongly oppose random drug testing. Especially where there is no reasonable or probable cause to test an employee. Reasonable cause should be mostly if any employee is determined to be impaired or unfit for safe duty; not after illness or injury.

All occupations and industries have to be treated equally.

Where do we draw the line for safety sensitive occupations or workplaces?

We do not want the rights of the innocent violated by random testing while trying to catch-up to the violators of the Rules and Laws. While we do not want to enable any workers to abuse substances, we do not want them treated with indignity.

We must not forget that alcohol is still a legal form of a drug being sold and consumed everywhere in this State and in other States every day of the year.

Also, it is a known fact that certain people are not alcoholic and can drink safely.

Our main objective should be focused on getting treatment through E.A.P.'s for employees who need such treatment - not disciplined or dismissed from employment.



4-29-89

United Steelworkers of America

AFL-CIO
DISTRICT ONE
400 WASHINGTON STREET
AUBURN, MASSACHUSETTS 01501
TELEPHONE (508) 832-2524



WILLIAM J. FOLEY
DIRECTOR

DOMENIC A. DIPILATO
ASSISTANT DIRECTOR

March 28, 1989

Mr. Robert J. Haynes, Secretary-Treasurer
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108


RE: EXECUTIVE COUNCIL MEETING
TUESDAY, APRIL 11, 1989

Dear Sir and Brother:

I will be unable to attend the above mentioned meeting
inasmuch as I will be out of the area attending a Steel-
workers Conference.

With best wishes, I am

Sincerely and fraternally,


William J. Foley
Director, District One

WJF/lrl



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT

ARTHUR R. OSBORN

APRIL 11, 1989

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

TO; MEMBERS OF THE EXECUTIVE COUNCIL
FROM: ARTHUR OSBORN AND BOB HAYNES

SECRETARY-TREASURER

ROBERT J. HAYNES

RE: JACKSON LEWIS, SCHNITZLER & KRUPMAN
SEMINAR MAY 1 AND 2, DEDHAM HILTON

VICE PRESIDENTS

RICHARD ABDOW
RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOLIS
CHARLES DeROSA
PAUL L. DEVLIN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
JULIA KAMEL
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

A DEMONSTRATION IS TENTATIVELY PLANNED FOR THE LATE
AFTERNOON 4:30 - 5:00. *Mon May 1*
SPECIFICS AND FURTHER COMMUNICATIONS TO FOLLOW.

OPEIU#6
AFL/CIO

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260



EXECUTIVE ENTERPRISES, INC.

presents

The AFL-CIO's “UNION YES” CAMPAIGN

*How to Stay Union-Free When
Your Company is Confronted
By New and Sophisticated
Union Organizing Techniques*

*A Dynamic Seminar Presented by
Jackson, Lewis, Schmitzler & Krupman
for Union-Free Employers
—Who Want to Stay That Way—
In the Face of Targeted Organizing*

April 11-12, 1989
Columbia Hilton
Columbia, Maryland

May 8-9, 1989
Valley Forge Hilton
King of Prussia, Pennsylvania

May 1-2, 1989
Hilton at Dedham Place
Dedham, Massachusetts

May 15-16, 1989
Sheraton Greensburg
Pittsburgh, Pennsylvania

The AFL-CIO's "Union Yes" Campaign
How to Stay Union Free When Your Company is
Confronted By New and Sophisticated Union Organizing Techniques

WHY THE "UNION YES" MEDIA CAMPAIGN?

The AFL-CIO has launched a coordinated nationwide union organizing drive using sophisticated media and polling techniques. Is your company vulnerable?

As part of a carefully orchestrated program, the AFL-CIO has launched a nationwide organizing effort, identifying specific "markets" and specific companies.

The Labor Movement's organizing efforts have been bolstered by:

- A special multi-million dollar public relations/advertising fund
- The use of nationally respected media consultants
- The merger of the AFL-CIO and the Teamsters
- The infusion of Teamster organizing talent and Teamster money
- The changes in the NLRB
- The unions renewed political clout as a result of the control of Congress by the Democrats

ABOUT JACKSON, LEWIS, SCHNITZLER & KRUPMAN

- Called by the AFL-CIO—"The Gang of Four"—the firm has regularly made the top ten list of union avoidance counselors named in the RUB SHEET, the AFL-CIO's "Report on Union Busters."
- They are the authors of the best selling text in the field, *Winning NLRB Elections: Management's Strategies and Preventive Programs*, published by the Practising Law Institute.

CHAIRMEN

Martin E. Payson • Stuart Newman

Partners—Jackson, Lewis, Schnitzler & Krupman

Jackson, Lewis is the largest law firm in the country devoting its practice exclusively to defending and preserving the rights of management through preventive labor and employee relations.

Their offices are located in Atlanta, GA; Greenville, SC; Washington, DC; New York, White Plains and Woodbury, NY; Morristown, NJ; Boston, MA; Los Angeles and San Francisco, CA.

DAY ONE

8:30-9:00 REGISTRATION

9:00-9:15 WELCOMING REMARKS AND
INTRODUCTION

9:15-10:15 THE AFL-CIO'S "UNION YES" CAMPAIGN
What It Is and How It Will Affect Your
Company's Ability to Stay Union-Free

WHY "UNION YES"

- The need for the AFL-CIO to succeed somewhere—"rebirth or oblivion"
- What the unions were told about how to organize successfully
- The role of media campaigns to change the union's image and enhance its appeal to workers
- Changes in our national economy and its impact on union organizing
- The effect of presidential politics on union avoidance efforts across the country

WHY THE LABOR MOVEMENT BELIEVES
THE TIME IS RIGHT FOR ORGANIZING

- What the AFL-CIO has learned from its special target organizing projects in Nashville, Atlanta and Houston and how it will be applied nationwide.
- How the unions will analyze your community to predict organizing success
- How the union will analyze your company to determine its vulnerability to organizing
- How the unions establish a priority list of companies to maximize the effectiveness of their organizing efforts

10:15-10:30 Coffee Break

10:30-11:15 THE CONTEMPORARY WORKPLACE ISSUES

- Changing employee values and their effect on organizing success
- The new breed of employee and how he/she relates to unions
- Demographic changes and the impact on organizing issues
- The post-Watergate work ethic and management credibility
- Quality of work life and the needs of today's younger workforce

- Employee involvement and participation programs and how unions view them
- Industrial due process, workplace democracy and the expectations of union-free employees
- New collars in the workplace
 - Pink collar
 - Striped collar
 - Button down collar
 and the new organizing issues they present

11:15-12:15 NEW ORGANIZING TECHNIQUES FOR A NEW ERA OF ORGANIZING

- How publicity and public relations is being used to create the proper environment for organizing
- The Labor Movement's "new image" and new image makers
- Using electronic media to get the union's message across
- Cable TV and its use by unions to reach your employees
- Video and audio cassettes and new wave organizing
- The "Rainbow Coalition" as a tool for organizing
- Community campaigns and their cost effectiveness
- Joint organizing by two or more unions and how it has been successfully used
- Coordinated organizing among unions to maximize their effectiveness
- The new breed of organizer—who *she* is and how *she* operates

12:15-1:30 Luncheon

1:30-3:15 HOW TO DEVELOP A STRATEGY TO PRESERVE YOUR COMPANY'S UNION-FREE STATUS

1. The Importance of Developing a Union-Free Business Philosophy

- Union avoidance as the highly desirable by-product of positive employee relations
- The need to develop and articulate your company's policy on preserving its union-free status

2. The Importance of Making Your First Line Supervisors Responsible for Carrying Out Your Union-Free Objectives

- How the union-free workplace is created and maintained at the supervisory level
- Why it is so important to motivate your supervisors to engage in preventive employee relations practices

3. The Importance of Conducting a "Vulnerability Audit" to Learn Your Weaknesses

- The audit will tell you what the union will soon find out—the issues and how to exploit them
- The audit will tell you how to maximize your return on investment by directing your resources most effectively

3:15-3:30 Coffee Break

3:30-5:00 HOW TO SUCCESSFULLY MEET THE CHALLENGE ONCE ORGANIZING BEGINS —PART I

1. The Importance of Minimizing the Pressures That Work Against Maintaining a Union-Free Workplace
2. The Labor Laws and How They Can be Used Against Your Company
3. The Need to Know About the Labor Board and How It Functions
4. How to Identify and Blunt the Early Warning Signs of Union Activity

DAY TWO

9:15-10:15 HOW TO SUCCESSFULLY MEET THE CHALLENGE ONCE ORGANIZING BEGINS —PART II

5. The Right to Speak Out Against Organizing and How Your Supervisors Can Lawfully and Effectively Express the Company's Position
6. Union Authorization Cards—Their Significance and What You May Lawfully Say to Prevent Them from Ever Being Signed

7. Unfair Labor Practices—What They are and How to Avoid Committing Them While Resisting Union Organizing Attempts
8. What You Can Do Now to Get the Best Voting Unit Should an Election Petition Be Filed
9. How to Anticipate and Handle Litigation Before the Labor Board

10:15-10:30 Coffee Break

Continued ➡

Free To All Seminar Attendees

The most recent issue of our publication, *Management Report*—a practical monthly newsletter that is the only information service available to you and your key managers dealing exclusively with the "how-to's" of preventing and counteracting union organizing drives. *Management Report* provides employers with the tools they need to keep every key manager up-to-date on techniques available to prevent and maintain nonunion status.

10:30-12:15 HOW TO WIN THE LABOR BOARD
ELECTION AND PRESERVE YOUR
UNION-FREE STATUS

1. The Labor Board's New Election Time Table and Its Impact on Your Company's Campaign
2. The Need to Identify the Issues That Win and Lose Campaigns
3. How to Employ State-of-the-Art Campaigning Techniques to Get Your Message Across Most Effectively
4. Employee Feedback as an Element of Campaign Technology
5. The Labor Board's Most Recent Decisions on Company and Union Campaign Techniques—Avoiding the Pitfalls and Maximizing the Advantages

12:15-1:30 Lunch Break

1:30-3:30

WHAT CAN YOUR COMPANY DO TO
PRESERVE ITS UNION-FREE STATUS
BEFORE ORGANIZING STARTS

1. How to Make Unions Irrelevant by the Elimination of Workplace Issues
2. How to Avoid Personnel Policies That Program People to Think Union
3. How to Employ the Most Effective Applicant Assessment Techniques
4. How to Establish Communication Programs That Make Employees a Part of the Organization
5. How to Develop Pay Policies and Benefit Programs That Respond to the Legitimate Needs of Your Employees
6. How to Assess and Influence Employee Values
7. How to Create a Workplace Environment Where Everyone Believes That Working Union-Free is the Better Way

3:30

Adjournment

This program makes no pretense at being impartial. It has been created to provide management with up-to-date information that will assist in combating union organizing attempts, while complying with all applicable labor laws.

The discussion will be frank. The use of recording devices will be strictly prohibited. Executive Enterprises reserves the right to refuse participation in the program to anyone other than a bona fide management representative.

REGISTRATION INFORMATION

ABOUT THE SPONSOR

Executive Enterprises, Inc. is a professional management education organization whose activities include the design and presentation of business-related conferences, seminars and publications.

Executive Enterprises strives to present informational and educational events of the highest caliber. The quality of all seminars is an area closely watched by the staff and management of Executive Enterprises.

During the past 17 years, we have designed management conferences, seminars and publications that provide truly necessary topical information to the more than 250,000 business executives who have attended our conferences.

Our areas of specialty include: corporate finance and accounting; bank lending, law and marketing; environment; insurance; energy; real estate; personnel and industrial relations.

Our efforts in recent years have taken on greater significance as the business and regulatory climate for organizations has become more complex and compliance more demanding.

To meet this challenge, Executive Enterprises, Inc. provides a total educational service.

FEES—

\$395 tuition fee per person plus \$95 registration fee per organization per seminar, payable in advance. Fees include the cost of morning Danish, coffee and soft drinks, and luncheon on the first day, and the program notebook. Please make checks payable to Executive Enterprises, Inc. Be sure to include a completed registration form with your payment to assure proper processing.

TEAM REGISTRATION SAVINGS—

After the first registration for this seminar, all additional registrations from the same organization are subject only to the tuition fee—saving you \$95 per registrant.

TO REGISTER:

BY PHONE—Within United States 1-800-831-8333
Outside United States 212-645-7880

Please be ready to give the following information:

1. Session #94NUS08/E9576 • Columbia, MD • April 11-12, 1989
Session #95NUS09/E9576 • Dedham, MA • May 1-2, 1989
Session #95NUS10/E9576 • King of Prussia, PA • May 8-9, 1989
Session #95NUS11/E9576 • Pittsburgh, PA • May 15-16, 1989
2. The code above your name on the mailing label.

BY MAIL—

Fill out and return the enclosed registration card to Executive Enterprises, Inc., 22 West 21st Street, New York, New York 10010-6904. Please do not remove the mailing label from the card.

PAYMENT POLICY—

The full tuition and registration fees are payable in advance. Late registrants may pay by check or MasterCard/VISA at the meeting. Registrants who do not attend and do not notify us more than 14 days before the meeting are liable for the entire fees.

CANCELLATION POLICY—

If notice is received in writing or by telephone more than 14 days before the meeting, the tuition fee will be applied to a future meeting or refunded in its entirety. No cancellations will be permitted after that time; substitutions may be made at any time. The \$95 registration fee is non-refundable.

EDUCATIONAL COURSE CREDIT—

All seminar attendees may request a Certificate of Completion for each course attended. If you require Continuing Professional Education credit and wish Executive Enterprises, Inc., to file an application with your state board, complete and return the CPE request with your registration at least thirty days before the meeting begins. Should any review board require a filing fee for accreditation review, these fees are to be borne by the individual(s) requesting the credit. If this is the case, Executive Enterprises, Inc., will notify you of the amount necessary to remit to complete the filing.

WHEN AND WHERE—

April 11-12, 1989 • **Columbia Hilton**
5485 Twin Knolls Road • Columbia, MD 21045 • 301-997-1060

May 1-2, 1989 • **Hilton at Dedham Place**
95 Dedham Place • Dedham, MA 02026 • 617-329-7900

May 8-9, 1989 • **Valley Forge Hilton**
251 W. DeKalb Pike • King of Prussia, PA 19406 • 215-337-1200

May 15-16, 1989 • **Sheraton Greensburg**
100 Sheraton Drive • Pittsburgh, PA 15601 • 412-836-6060

AIR TRAVEL DISCOUNTS—

Arrangements have been made with American Airlines to provide registrants with professional travel services via one phone call. Either you or your preferred travel agent may phone American's toll free number 1-800-433-1790 for reservations. Call daily between 7 a.m. and midnight CST. Special discounts up to 40% on airfares are available. When calling, please give Executive Enterprises identifying Star File number 83270, the name of the seminar, the city destination, and the dates you wish to fly. Travel documents will be mailed to you. Car rental arrangements can also be made through American.

SUMMARY OF ANALYSIS OF KEY ISSUES

	<u>HB 3902</u>	<u>HB 2782</u>
Pre-Employment Testing	Prohibited unless the Applicant is applying for a position where an impairment presents a clear and present danger to the safety of the Applicant or others <u>and</u> where the probable cause standard is met.	Permitted.
Employee Testing	Prohibited unless the Employee is applying for a position where an impairment presents a clear and present danger to the safety of the Employee or others <u>and</u> where the probable cause standard is met.	Permitted for Employees in safety sensitive or high risk positions. Permitted if and when authorized by Federal Law. Prohibited in all other circumstances unless the probable cause standard is met.
Employee Rights	No limitation on discipline of Employees who test positive. Scientifically accurate test required. No provision. Employee comments permitted. Other statutory rights reserved. Private Right of Action included.	Some but insufficient limitation on discipline of Employees who test positive. All positive tests must be confirmed by the highly accurate GC/MS test. Test results may not be released without Court Order or Employee consent. Employee comments permitted. Other statutory rights reserved. Private Right of Action included.

ICS V.I.P.'s
FOR MEETINGS

The Commonwealth of Massachusetts
Executive Office of Education
One Ashburton Place, Room 100
Boston, Massachusetts 02108

March 16, 1989

Arthur Osborn
President
Mass. AFL-CIO
8 Beacon St., 3rd floor
Boston, MA 02108

Dear Arthur:

I am writing to thank you for all your work on behalf of the Executive Office of Labor budget items during the House budget debate. Your help brought about positive results: as you know, the Industrial Services Program line item has been moved back to EOL and the Workplace Education Program has been moved to the Department of Education but will remain a joint effort with strong labor involvement. The transfer of the Workplace Education Program is acceptable to all parties involved.

Without the strong support of the Massachusetts AFL-CIO these successes would not have been achieved. Now workers in Massachusetts will continue to have access to quality reemployment assistance and workplace education programs. Additionally, labor will continue with its role in the Commonwealth's Employment & Training System.

Again my thanks for all your help and support on behalf of these programs.

Sincerely,

Paul J. Eustace
Secretary of Labor

PJE/sd

Opinion

U.S. Attorney finds no wrongdoing

Bulger's name cleared

Who steals my purse steals trash; 'tis something, nothing;
But he that filches from me my good name
Robs me of that which not enriches him,
And makes me poor indeed.

William Shakespeare, *Othello*

Prior to the 75 State Street investigation, Senate President William Bulger's integrity had never been questioned.

In the public's eye, he was the epitome of the perfect politician: Tough but honest.

Then came the allegations.

Developer Harold Brown claimed attorney Thomas Finnerty, a longtime friend and law partner of the Senate president, threatened to use his influence with Bulger to block the project and extorted \$500,000 from him, money Finnerty says was simply legal fees. Bulger was linked to the case when it was revealed he borrowed \$240,000 from the trust fund that Finnerty had deposited the funds into. He repaid the money as soon as he found out Brown was linked to it.

A lengthy federal probe into the dealings at 75 State Street found nothing that was prosecutable.

But, in these post-Watergate days, no politician is sacrosanct from what is often obsessive scrutiny by the press.

Bulger was no exception. Despite the fact that the two top investigators in the U.S. Attorney's Office probed 75 State Street during a lengthy three-year investigation, the Boston Globe charged the probe wasn't thorough enough, claiming the FBI had not even interviewed Bulger, something most prosecutors contend is rarely done until you have already made a case against the target.

The paper and the pack journalists in Boston relentlessly pressured State Attorney General James Shannon (who had refused to investigate Bulger because of the exhaustive federal probe) to reopen the case. The attorney general eventually caved in to the pressure two months ago and asked for a review of the probe.

The case was reopened and put under the wing of Jeremiah T. O'Sullivan, the tough Acting U.S. Attorney who has built a reputation of showing no quarter to corrupt politicians. After a two-month re-investigation in which Bulger fully cooperated with federal investigators, O'Sullivan exonerated Bulger and Finnerty of any viola-

tions of federal law.

"It was not a close call; it was a clear call," O'Sullivan said, "... no witness has even alleged that State Senator Bulger was criminally involved in this matter, and any inferences that he was are not supported by the weight of the evidence."

O'Sullivan also reaffirmed the integrity of the initial investigation, saying "... neither politics nor any other improper consideration" had played any role in the investigation despite any inferences to the contrary.

With the highly-respected O'Sullivan at the helm of the review, few should doubt the baselessness of the allegations or question Bulger's integrity. Unfortunately that is not the way human nature works in current society. Once smeared, forever smeared — no matter how ludicrous the charge.

That Bulger, or any public official, can be subjected to such scrutiny on the basis of allegations by a convicted perjurer is of great concern to us and should be of great concern to anybody who believes in a free society. The post-Watergate pendulum of distrust of everybody in public life has swung too far the other way.

We would be naive if we did not acknowledge that the powerful Senate president has on occasion been accused of relishing in wielding the power of his office with a heavy hand. But that neither excuses nor mitigates the abuse heaped upon him here.

Hopefully, the abuses of process and journalistic privilege that were evident in this whole tasteless affair, will hasten us in Massachusetts back to that kinder, gentler time before Watergate when little was as sacred as a man's good name and when people were presumed innocent until proven guilty.

While we are happy for William Bulger that he has been cleared of any wrongdoing at 75 State Street, we are not comfortable that a decent man's reputation is able to be besmirched just on the word of a convicted liar and by the overzealousness of journalists who believe only they know the truth. We obviously would not feel this way if there had been one iota of evidence that Bulger used his influence as Senate president wrongfully. But that is clearly not the case here; what we have here is a case of unwarranted persecution by a powerful press.

William Bulger was not the only person who suffered in the 75 State Street fiasco; we all did. Hopefully, in the future, we will all think twice before we file a man's good name away from him.

